CONSTITUTION AND BY-LAWS

Approved Sunday, August 30, 2026

P.O. Box 416
10677 Michaux Rd
Bristol, FL 32321

(850) 643 – 5400

https://fbc-bristol.com/

First Baptist Church of Bristol | Facebook

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CONSTITUTION

For the more certain preservation and security of the principles of our faith, and to the end that this body be governed in an orderly manner consistent with accepted tenet of the Southern Baptist denomination, and for the purpose of preserving the liberties inherent in each individual member of this church and the freedom of action of this body with respect to its relation to other churches of the same faith, we do declare and establish this constitution.

I - NAME

The congregation will be known as the First Baptist Church of Bristol, Fl.

II - Articles of Faith

The 1964 *Baptist Faith and Message* will serve as the Articles of Faith (See attachment I, "Articles of Faith").

III - Church Covenant

The Church Covenant of this church is expressive of the goals, beliefs, and purposes which our members should strive to reach and live by. (See Attachment II, "Church Covenant").

IV - Character

Section 1. Policy:

The government of this church is vested in the body of believers who compose it. It is subject to the control of no other ecclesiastical body. However, it does recognize and sustain the obligations of mutual counsel and cooperation which are common among Southern Baptist churches.

Section 2. Doctrine

This church accepts the Scriptures as its authority in matters of faith and practice. Its understanding of Christian trust as contained therein is in essential accord with the belief of the Baptist churches in the Articles of Faith.

ARTICLE I
Denominational Policy

Section 1. It will be the policy of this church, to the fullest extent possible consistent with the independent character of a Southern Baptist church, to support all the missionary and benevolent undertakings of the Southern Baptist Convention, the Florida Baptist Convention, and the Apalachee Baptist Association, to whose doctrinal and missionary beliefs we declare our allegiance.

Section 2. Consistent with this position, all officers and teachers of this church, or members of will adhere to the beliefs of Southern Baptists and be governed by the Church Covenant. Failure to measure up to these standards will be sufficient grounds for removal from office.

ARTICLE II
Reception and Dismissal of Members

Section 1. Reception of New Members: A Majority vote of those present and voting will be necessary when receiving individuals into the church.

1. **By Baptism:** Applicants will be examined and approved at the regular services of the church at which they represent themselves on profession of their faith. Approved candidates will be baptized at the earliest practicable time. Applicants will not be enrolled as members until they have been baptized by immersion.

2. **By Letter:** Applicants for membership from sister Baptist churches will be accepted only when the candidates have been baptized by immersion into the membership of a sister Baptist Church. The clerk will write promptly to the church from which the applicant is transferring, requesting a letter of transfer be granted in favor of the applicant. If the letter is not received in a reasonable time, the applicant will be notified, and other appropriate action will be taken. The applicant will not become an enrolled member until the letter has been received.

3. **By Statement:** When letters cannot be secured because of loss of records or other unavoidable circumstances, the applicant may be received by statement affirming faith, baptism by immersion, and church membership.

4. **By Restoration:** When a former member of a Baptist church who has been dismissed or dropped from a roll seeks restoration, the former member will be expected to make a full explanation of his/her personal experience with Jesus Christ. The church will then decide based on the statement whether the former member will be received or not.

Section 2. Dismissal of Members:

1. **By Death:** Names will be removed from the roll upon death.

2. **By Transfer of Letter:** Any member in good standing will be granted a letter of transfer when uniting with any sister Baptist church. This request should come from the church to which the member has made application for membership. It is not the policy of this church to grant a letter to an individual nor to gran the letter in "blind."

3. **By Exclusion:** When a member persists in conduct unbecoming to a Christian, and after all diligent efforts have been made to improve the conduct of the member, it will be the duty of the membership to recommend that fellowship be withdrawn from the member.

4. **By Erasure:** On request of individual or upon individual uniting with a church of another faith.

5. **No member will be received nor dismissed except by vote of the church.**

ARTICLE III
Qualifications of Church Officers

Section 1. Church Officers

1. Must be a church member and have a good rapport both within the church and in the community.
2. Must attend the services of the church regularly.
3. Must show a willingness to cooperate with all the officers of the church in carrying out its approved programs.
4. The pastor(s) and deacons must qualify according to the scriptural requirements set forth in 1 Timothy 3:1-12.

Section 2. Removal from Office:

It will be the policy of the church to request the resignation of any officer, or head of a department, or committee member whose conduct is unbecoming to a Christian; who criticizes other fellow officers in an unbrotherly way with intent to harm; who is unfaithful in the performance of duties in the church; who fails to cooperate with the whole church program as approved by the church.

ARTICLE IV
The Election of Church Officers

SECTION 1: Pastor

A. Selection of Pastor:

1. Recommended by the pulpit committee.
2. Elected by a 75% vote of the church for an indefinite time.

B. Duties of the Pastor:

1. The pastor is to serve as shepherd. He is to preach the Gospel and promote the general spiritual welfare of the whole church membership, including missions and visitation.
2. The pastor will be Chief Executive Officer in the church. His specific duties will be to give special attention to the spiritual needs of the members; to administer the ordinances of the New Testament; to act as moderator in all matters for transaction of business (where he is personally involved he may appoint someone else as moderator); to serve as an ex-officio member of all committees of the church; to supervise the church staff unless otherwise specifically provided for (in the absence of the pastor, the Chairman of the Deacons will supervise church staff); to perform any other duties that he and the church membership may agree upon as incumbent upon his office.
3. The pastor may hold two revivals away from the church each year. This time will not be accrued nor carried forward to the next year. The pastor will furnish the pulpit supply for the services.
4. The pastor will have two weeks each church year as a paid vacation. This vacation time will not be accrued nor carried forward to the next year. The church will furnish the pulpit supply for the two weeks (two Sundays).

SECTION 2: Youth Pastor

A. Selection of Youth Pastor

1. Recommended by the lead pastor and deacon board.
2. Elected by a 75% vote of the church for an indefinite time.

B. Duties of the Youth Pastor

1. Oversee all youth activities and events throughout each week, including Wednesday night youth lessons and services.
2. Teach one of the Sunday school classes for the youth group.
3. Ensure all youth expenses are within budget.

4. Attend important school events for youth group members when possible.
5. Maintain an environment within the youth group that cultivates biblical learning and Christlike growth.
6. Promote church wide events within the youth group and encourage participation.
7. Determine, organize, and attend all youth conferences/camps. Regular weekly services missed due to youth camps/conferences will not be counted as vacation time.
8. Actively participate on the Youth, Children, and Nursery Committee.
9. The youth pastor will have two weeks each year as paid vacation. This vacation time will not be accrued nor carried forward to the next year. The church will furnish the role of teaching/leading the youth two Sundays/Wednesdays as needed.

C. Qualities Maintained by Youth Pastor

1. CHRIST-FOLLOWER: Youth leaders are first and foremost people who can say, “Jesus is my Lord and Savior.”
2. LOVE FOR STUDENTS: Student ministry is so relational; therefore our youth leaders HAVE to be people who actually LIKE and LOVE students. Simply put, we want youth leaders to be people who enjoy doing life with students.
3. SERVANT HEART: We need youth leaders who feel the conviction to do whatever it takes to make sure each and every student feels loved, cared for and listened to. Remember, see a need, meet the need.
4. TRUST: As we continue to grow, we need youth leaders who trust the vision, trust the method, trust each other, and trust the youth leaders. Remember, choosing to trust honors God best.
5. DISCIPLESHIP: Sanctification is a process and we all have different journeys, but it’s important that all youth leaders are pursuing that journey of sanctification. Remember, all that you do to minister and serve students is best done out of an overflow of what God is doing in you.
6. TEACHABLE SPIRIT: Choose to be a lifelong learner. No one has it all figured out and we’re always growing. It’s important that each of us have that same attitude. Remember, we’re in this together.

D. Leader/Student Relationships

First Baptist Church of Bristol, Florida is all about relationships! The greater the relationship, the greater the opportunity to disciple the students you lead. With that being said, please adhere to the following guidelines regarding youth leaders and student interaction:

1. WITH OPPOSITE GENDER STUDENT
    a. Leaders are never to be alone with a student of the opposite gender.
    b. Students expressing the need to talk should be encouraged to talk to a leader of the same gender. The conversation should be in a ministry setting, maintaining appropriate physical touch (see below) and language at all times.
    c. When necessary, phone calls, emails, texts, etc. are for informational purposes only.
    d. If a student of the opposite gender is last to leave an event, ask another leader to stay with you until they are picked up.

2. WITH SAME GENDER STUDENT
    a. A leader must have parental consent to spend one-on-one time with a student. Make an attempt to greet the parents and remind them of pick-up and drop-off times. Partnering with parents is essential.

3. PHYSICAL TOUCH
    a. ALWAYS lean toward cautious, strict boundaries when interacting with students, especially of the opposite gender.
    b. Stick to "the basics" – high fives, handshakes, fist bumps, and side hugs.
    c. Any physical touch should take place in public settings, never in private.

4. COMMUNICATION
    a. Texting and email conversations with students need to be brief, informational, and documented.
    b. There should be absolutely NO personal pictures or selfies sent between a student and a leader. As mentioned before, always act with caution and extreme boundaries.

SECTION 3: Deacons

A. Selection of Deacons

1. The church will maintain the number of deacons needed to fulfill their servant role in the church. The deacons will serve for life or for as long as they are able.

2. Qualifications for a deacon will be a male resident member of the church at least twenty-one years old, possessing the qualifications set forth in Acts 6:3 and 1 Timothy 3:8-2. He must be a cheerful giver.
3. A deacon may be removed by a vote of the church when he persists in conduct unbecoming to a Christian. (Article II, Section 2, paragraph 3 of the By-Laws)

B. Nomination and Election of Deacons:

1. When the need for a new deacon is sensed, a vote will be held by the church to verify that need by the agreement of more than fifty percent of members present. A deacon's meeting will then be held and a pool of names of men willing to serve will be examined by the deacons and the pastor. The examination will include personal interviews to ascertain whether nominees are qualified.
2. The names of the men deemed qualified by the pastor and deacons will be brought before the church at the morning service(s) after due notice has been given to the members. The names of the qualified men will be voted on by secret ballot by the members present and tallied by the deacons. A 75% vote will be needed to elect a new deacon. If 4 are needed, then 4 will be presented. The Man/men selected will be ordained as soon as feasible.

C. Duties of the Deacons

1. Deacons, according to the Scriptures, are to serve the church. They will cooperate with the whole church program and carry out all directions given to them by the church.
2. They will review and approve the church budget before it is presented to the church.
3. They will be present at all meetings of the group unless providentially hindered.
4. The deacons will review the constitution and by-laws bi-annually, or as needed upon recommendation from the church, and recommend necessary changes to the church.
5. They will serve as ushers and select other individuals, including Youth, to assist in ushering.
6. They will receive the offering.
7. They will review and approve nominations from the Nominating Committee.
8. They will assist the pastor in baptismal services.

D. Chairman of the Deacons

1. The chairman of the deacons will be nominated by the deacons and elected by the church.

2. The chairman of the deacons will serve for one year and cannot succeed himself.
3. The chairman of the deacons is authorized to approve non-budgeted expenditures not to exceed $100.00. Such expenditures will be reported to the church at the business meeting following the approval of the expenditure.
4. In the absence of the pastor, the chairman of the deacons will supervise church staff.
5. Prepare Lord's Supper on the first Sunday of each quarter.
6. The chairman of the deacons or his designee to serve as an ex-officio member of all committees of the church in the absence of a pastor or interim pastor.

E. Deacon Resignation:

1. When a deacon decides or finds it necessary to resign, the deacon submit a letter of resignation to the deacons. The Pastor, Chairman of the Deacons and one other deacon will take the letter and:
    a) Prayerfully consider the letter
    b) Personally talk to the deacon
    c) Recommend the deacons accept the resignation or reject it.
    d) The Deacons will consider the recommendation and present it to the church for approval or disapproval.

SECTION 3: Trustees

A. Trustees will:

1. Perform duties required by law.
2. Be familiar with state laws.
3. Recommend all major improvements to the church or church property.
4. Faithful carry out all directions given to them by the church.
5. Not sell, encumber, nor divide the property without a directive from the church.
6. Observe all real and physical church property and refer repair and maintenance duties to the buildings and grounds committee.
7. Provide adequate safety measures required for the protection of individuals at all church activities.
8. Be responsible, along with the treasurer, for the bank safety deposit box contents and one of the keys.

SECTION 4: Church Treasurer and Two Alternates

A. The church treasurer and two alternates will be nominated by the nominating committee and elected by the church.

B. The church treasurer will:

1. Keep a correct record of all financial transactions of the church.

2. Present a written monthly report of receipts and expenditures to the church at the monthly business meeting of the church.
3. Be authorized to pay out funds only as set forth in the adopted or amended budget, and as listed in Section 2 paragraph D3 above.
4. Comply with the procedures for cash receipts and disbursements and purchasing policy as indicated in Attachments III and IV of the By-laws.
5. Provide information necessary to assist the church secretary in the performance of his/her duties.

SECTION 5: Prayer Coordinator

A. The prayer coordinator will be nominated by the nominating committee and elected by the church.
B. The prayer coordinator will:
   1. Maintain a prayer room at the church.
   2. Start prayer chains as needed.
   3. Maintain and update the prayer list in the prayer room.
   4. Be responsible for all prayer emphases.

SECTION 6: Sunday School Director

A. The Sunday School Director will be nominated by the nominating committee and elected by the church before July 15th of each year.
B. The Sunday School Director will have general supervision of the Sunday School consistent with the church program. The Sunday School director, pastor, and nominating committee, working together, will nominate teachers and officers of the Sunday School, to be approved by the church on or before the first Sunday in September of each year. Vacancies thereafter will be filled by the pastor, Sunday School director and nominating committee subject to approval by the church.
C. The Sunday School director will serve on the church council.

SECTION 7: Discipleship Director

A. The Discipleship Director will be nominated by the nominating committee and elected by the church before July 15th of each year.
B. The Discipleship Director will have general supervision of the Discipleship program consistent with the church program. The Discipleship director, pastor, and nominating committee, working together will nominate the other leaders of Discipleship, to be approved by the church on or before the first Sunday in September of each year. Vacancies thereafter will be filled by the pastor, Sunday School director and nominating committee subject to approval by the church.

C. The Discipleship director will serve on the church council.

SECTION 8: Regular Church Volunteers

A. Regular church volunteers include, but are not limited to, weekly Sunday School teachers, youth volunteers, all Wednesday night teachers, or anyone serving on a regular basis.
B. Regular church volunteers must be approved by the church to serve in an official capacity. This process includes:
    1. Meet with church pastor to determine if the candidate is fit to serve.
    2. Be approved by the deacon board of the church.
    3. Be approved by the overseeing committee.
C. Regular church volunteers interacting with youth members MUST pass a background check.
D. No church member may start their own class during regularly scheduled service time, on church grounds, without the approval of the church.

*These procedures are to ensure the safety of all church members and individuals involved in church events. **No individual may serve in a regular capacity without adherence to the measures listed above.**

ARTICLE V
Meetings

SECTION 1: Church Year

A. The Church Year will run from October 1 to September 30 of each year.
B. The church budget will run from October 1 to September 30 of each year.

SECTION 2: Business Meetings

A. Regular business meetings of the church shall be held quarterly throughout the year. An agenda will be prepared for all business meetings. Emergency items may be added to the agenda upon approval by a majority vote of the church. Special Called business meeting will be limited to the purpose for which called.
B. The Pastor may appoint a qualified individual to preside over or facilitate the business meeting, as deemed appropriate.
C. If the matter to be considered at a called meeting is other than routine church business, a week's notice will be given publicly through the church bulletin, pulpit or at any service preceding the meeting.
D. In the absence of the pastor, the chairman of the deacons will serve as moderator. If the chairman is unable to serve, the moderator will be elected by the church.

E. The government of the church will be vested in the hands of the members. A majority vote of those present and voting will bind the church; except in changing the by-laws, when a 2/3 majority vote of those present and voting will be necessary.

F. All members of the church 16 years and older will be entitled to one vote in the church business meeting. Any member may introduce a motion or discuss motions upon recognition by the moderator.

ARTICLE VI
The Election and Duties of Church Committees

Special Note on Committees:

1. A committee is not authorized to charge purchases to the church unless provisions are made in the budget for that particular committee. It is further understood that the purchase will be approved by the head of the department in which it is to be used. The head of each department or committee is responsible for complying with the provisions of Attachment IV (Purchasing), Each committee is responsible for the budget in its particular area. The budget will be submitted to the budget and finance committee before August 1 of each year.
2. The sponsoring committee/department is responsible for getting the Family Life Center ready for its particular activity. The sponsor is also responsible for cleaning up after the activity is completed.
3. Committees of the church that function for youth/children will include a youth representative.

SECTION 1: The Budget and Finance and Personnel Committee

This committee will be made up of the Pastor, Secretary, Treasurer, Chairman of Deacons, a Trustee and two church members who will be nominated by the nominating committee and elected by the church. This committee will:

1. Supervise expenditure of church funds.
2. Consider items not included in the budget and recommend their purchase to the church.
3. Prepare an annual budget to be presented first to the deacons for their consideration and approval and then to the church for final approval at the annual business meeting.
4. Encourage all members to support the financial programs of the church.
5. Attempt to work out ways and means of raising the approved budget and to buy additional items which the church might vote to purchase but are not in the budget.
6. Establish and be responsible for all staff personnel policies and procedures.

SECTION 2: Mission/Evangelism Committee

This committee will be nominated by the nominating committee and elected by the church. This committee will:

1. Supervise local mission work done by the church,
2. Assist in making the church more mission conscious.
3. Hold monthly meetings and report from time to time on work being sponsored.
4. Distribute soul-winning tracts.
5. Promote soul-winning visitation.
6. Assist in plans for each revival.
7. Promote the full involvement/participation of new members into the programs and activities of the church.

SECTION 3: Music Committee

This committee will be nominated by the nominating committee and elected by the church. This committee will:

1. Help to unify the whole church music program.
2. Assist in organizing the choirs.
3. Approve purchase of all music song books etc.
4. Keep all musical instruments in good repair and tuned.
5. Recommend ways of improving the music programs.
6. Cooperate in recommending paid musicians, including the music director.

SECTION 4: Children's Committee (Birth to grade 12)

This Committee will be nominated by the nominating Committee and elected by the church. This Committee will:

1. Plan and promote monthly activities for youth groups in grades 6-12.
2. Assist in planning Bible studies, fellowships, after school events, and other youth activities.
3. Promote attendance at camps, i.e. Ridgecrest, Blue Springs, Lake Yale, etc.
4. Work with the Church Council to promote harmony and goodwill among children and youth.
5. Plan and promote monthly activities for children in grades 1-5.
6. Assist in planning Bible studies, fellowships, after school events and other activities for children in grades 1-5.
7. Plan Bible Studies and promote activities for preschool-age children, age 3-Kindergarten.
8. Maintain the preschool playground.

9. Assist in planning for and staffing the Sunday morning extended sessions for preschoolers.
10. Supervise the nursery.
11. Check the nursery each week to be sure it is clean and ready to receive the children on Sunday.
12. See that nursery workers gather laundry to be cleaned on Monday.
13. Make sure all needed supplies are on hand.
14. Make sure only children of correct nursery age are being cared for.
15. Arrange for nursery care at all church functions, either by volunteers or paid staff.
16. Supervise paid workers in the nursery.

SECTION 5: Church Hostess, Social and Kitchen & Bereavement Committee

This Committee will be nominated by the nominating Committee and elected by the church. This Committee will:

1. Appoint at least 3 of its members who will arrange for food preparation in the event of the death of a church member/spouse or their immediate family. (Immediate family is father, mother, brother, sister, grandparents, and grandchildren)
2. Arrange to help serve food and clean up in the home after the meal has been served.
3. Act as hostess at church functions/activities i.e., circulate among guests, see to needs, etc.
4. Plan church-wide socials and fellowships.
5. Plan for associational meetings.
6. Serve as homecoming committee.
7. Supervise the use of the kitchen.
8. Inventory supplies for the kitchen.
9. Decide to purchase items needed to restock the kitchen.
10. Plan church-wide picnics at least once per year in cooperation with all church activities.
11. Assist the sponsoring organization (e.g., Brotherhood, WMU, etc.) in their activities.

SECTION 6: Buildings and Grounds & Transportation Committee

This Committee will be nominated by the nominating Committee and elected by the church. This Committee will:

1. Keep the property in good repair.
2. Keep property clean.
3. Supervise and direct maintenance and custodial personnel. Potential new hire will go before the personnel committee.

4. Call to the attention of the Trustees any major repair work which needs to be done.
5. Keep a record of the maintenance on the vehicle(s).
6. Schedule use of the vehicle(s), on a "first come, first served" basis.
7. Keep the vehicle(s) in good repair and ready for service.
8. Establish and carry out rules for operation and use of the vehicle(s) (see attachment V), subject for approval by the church.
9. A list of designated drivers approved by the insurance company will be kept on record.
10. Drivers must be Church staff or at least 25 years of age, possess a valid driver's license, have a good driving record and be a member of this church.

SECTION 7: flowers and Decorating Committee

This Committee will be nominated by the nominating Committee and elected by the church. This Committee will:

1. See that the auditorium is attractively arranged for all services.
2. In the event of a death of a member/spouse of the church or their immediate family, the chairman of this committee is responsible for seeing that flowers are
3. sent to the appropriate place. (Immediate family is father, mother, brother/sister, children, grandparents, and grandchildren.

SECTION 8: Nominating Committee

This committee will consist of three members to be named by the pastor and elected by the church at the July business meeting. This committee will:

1. Nominate all officers as set forth in this policy except the pastor, deacons, and any paid workers.
2. Nominate all standing committees except the nominating committee and pulpit committee.
3. At the July business meeting, nominate Sunday School Director and Discipleship director.
4. Consult the prospective nominees and get their agreement to serve before they are presented to the church.
5. Nominate the director for next year's Vacation Bible School.
6. Make every reasonable effort to assure the person nominated is fully aware of the responsibilities connected with the job.
7. Nominating committee will have nominations complete in time for newly appointed Directors to successfully complete their budgets before the August budget deadline.

SECTION 9: Pulpit Committee

This committee will consist of five members and one alternate to be nominated by the church and elected by the church. This committee will:

1. Search for a pastor as directed by the church.
2. Be responsible for filing the pulpit until a pastor is secured.
3. Recommend a pastor or interim pastor for consideration by the church.

ATTACHMENT I

ARTICLES OF FAITH
THE BAPTIST FAITH AND MESSAGE (1964)

I. THE SCRIPTURES

The Holy Bible was written by men divinely inspires and is the record of God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. It reveals the principles by which God judges us; and therefore, is and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds and religious opinions should be tried. The criterion by which the Bible is interpreted is Jesus Christ.

Ex. 24:4; Deut. 4:1-2; 17-19; Josh 8:34; Psalm 19:7-10; 119:11-89,105,140; Isa. 34:16; 40: 8; Jer. 15:16-36; Matt. 5:17-18; 22-29; Luke 21:33; 24:44-16; John 5:39; 16:13-15; 17:17; Acts 2:16; 17-11; Rom. 5:4; 16:25-26; 2 Tim. 3:15-17; 1 Peter1:25; 2 Peter 1:19-21

II. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. To Him we owe the highest love, reverence, and obedience. The eternal God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes but, without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures**,** and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

Gen. 1:1; Ex. 3:14; 6:2-3; 15:11 ff; 20:1 ff; Lev. 22:2; Deut. 6:4; 32:6; 1 Chron. 2-:10; Psalm 1-:1-3; Isa. 43:3; 1515; 64:8; Jer. 10:10; 17:13; Matt. 6:9 ff; 7:11; 23:9: 28;19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:-7; Rom. 8:14-15; 1 cor. 8:6; Eph 4:6; Col, 1:15; 1 Tim. 1:17; Heb. 11:6; 12:9; 1Peter 1:17; I John 5

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ, he was conceived of the Holy Spirit and born of the virgin Mary. Jesus is perfectly revealed and did the will of God, taking upon Himself the demands and necessities of human nature and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, partaking of the nature of God and of man, and in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever-present Lord.

Gen. 18:1; ff; Psalm 2:7 ff; 110:1 ff; Isa. 7:14; 53; Matt.1:18-23;3:17; 8:29; 10:30-38: 11:25-27; 28:1-6, 19; Mark 1:1; 3-11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18, 29; 10:30, 38; 11:25-27; 12:44-50; 14:7-11. 16:15-16, 28; 17:1-5, 21-22; 20:1-20, 28; Acts1:9; 2:22-24; 7:55-56; 9:4-5, 20; Rom. 1:3-4; 3:23-26; 5:6-21; 8:1-3, 34; 10:4; 1 Cor. 1:30; 2:2; 8:6; 15:1-8, 24-28; 2 Cor. 5:19-21; Gal. 4:4-5; Eph. 1:20; 3:11; 4:7-10; Phil.2:5-11; Col. 1:13-22; 2:9; 1 Thess.4:14-18; 1 Tim. 2:5-6; 3-16; Titus 2:13-14; Heb,1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2;13:8; 1 Peter2:21-25; 2:22; 1 John1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Rev. 1:13-16; 5:9-14; 12:10-11 13:8,19:16

C. God the Holy Spirit

The Holy Spirit is the Spirit of God. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts of sin, of righteousness and of judgement. He calls men to the savior, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the assurance of God to bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Gen. 1:2; Judg. 14:6; Job 26:13; Psalm 51:11; 13:9-17 ff.; Isa. 61:1-3; Job 2:28-32; Matt. 1:18; 3:16; 4:1; 12:28-32; 27:19; Mark 1:10, 12; Luke1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17, 26; 16:7-14; Acts 1:8; 2:1-4; 28; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10: 44; 13:2; 15:28; 16:6; 19:1-6; Rom. 8:9-11; 14-16, 26-27; I Cor. 1:10-14; 3:16; 12:3-11; Gal. 4:6; Eph. 1:13-14; 4:30; 5:18; I Thes. 5:19; I Tim. 3:16; 4:1; 21Tim. 1"14; 3:16; Heb. 9:8; 14; 2 Peter 1:21; I John 4:13; 5:5-7; Rev. 1:10; 22:17

III. MAN

Man was created by the special act of God, in His own image, and is the crowning work of His creation. In the beginning man was innocent of sin and was endowed by His Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God and fell from his original innocence; whereby his posterity inherit a nature and an environment inclined toward sin, and as soon as they are capable of moral action become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every man possesses dignity and is worthy of respect and Christian love.

Gen. 1:26-30; 7, 18-22; 3; 9:6; Psalm 1; 8:3-6; 32:1-5; 51:5; Isa. 6:5; Jer. 17:5; Matt. 16:26; Acts 17:26-31; Rom. 1:19-32; 3:10-18, 23; 5:6, 12, 19; 6:6; 7:14-25; 8:14-18. 29; 1 Cor. 1:21-31; 15:19, 21-22; Col. 1:21-22; 3:9-11

IV. SALVATION

Salvation involves the redemption of the whole man and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, sanctification, and glorification.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ.
Repentance and faith are inseparable experiences of grace. Repentance is genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of or the entire personality to Him as Lord and Savior. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer into a relationship of peace and favor with God.

B. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual perfection through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

C. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Gen. 3:15; Ex. 3:14-17; 6:2-8; Matt. 1:21; 4:17; 16:21-26; 27:22 to 28:6; Luke 1:68-69; 2:28-32; John 1:11-14. 29; 3:3-21; 36; 5:24; 10:9, 28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:1; 16:30-31; 17:30-31;20:31; Rome. 1:16-18; 2:4;

3:23-25; 4:3 ff.; 5:8-10; 6:1-23; 8:1-18; 29-39; 10:9-10; 13; 13:11-14; I Cor. 1:19, 30; 6:19-20; 15:10; 2 Cor. 5:17-20; Gal. 2:20; 3:13; 5:22-25; 6:15; Eph. 1:7; 2:8-22; 4:11-16; Phil. 2:12-13; Col. 1:9-22; 3:1 ff/.; 1 Thess. 5:23-24; 2 Tim. 1:12; Titus 2:11-14; Heb. 2:1-3; 5:8-9; 9:24-28; 11:1-12:8, 14; James 2:14-26; I Peter 1:2-23; I John 1:6 to 2:11; Rev. 3:20; 21:1 to 22:5.

V. GOD'S PURPOSE OF GRACE

Election is the gracious purpose of God, according to which He generates sanctifies, and glorifies sinners. It is consistent with the free agency of man and comprehends all the means in connection with the end. It is a glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but will persevere to the end. Believers my fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, bring reproach on the cause of Christ, and temporal judgments on themselves yet they will be kept by the power of God through faith unto salvation.

Gen. 12:1-3; Ex. 19:5-8; 1 Sam. 8:4-7, 19-22; Isa. 5:1-7; Jer. 31:31; ff.; Matt. 16:18-19; 21:28-45; 24:22, 31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45, 65; 10:27-29; 15:16; 17:6, 12, 17-18; Acts 20:32; Rom. 5;9-10; 8:28-39; 10:12-15; 11:5-7, 26-36; 1 Cor. 1:1-2; 15:24-28; Eph. 1:4-23; 2:1-10; 19; Heb. 11:39-12:2; 1 Peter 1:2-5, 16. 2-4-10; 1 John 1:7-9, 2:19; 3:2

VI. THE CHURCH

A New Testament church of the Lord Jesus Christ is a local body of baptized believers who are associated by covenant in the faith and fellowship of the gospel, observing the two ordinances of Christ, committed to His teachings, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth.

This church is an autonomous body, operating through democratic processes under the Lordship of Jesus Christ. In such a congregation, members are equally responsible. Its Scriptural officers are pastors and deacons.

The New Testament speaks also of the church as the body of Christ which includes all of the redeemed of all the ages.

Matt. 16:15-19; 18:15-20; Acts 2:41-42, 47; 5:11-14; 6:3-6; 13:1-3; 14:23, 27; 15:1-30; 16:5; 20:28 Rom. 1:7; 1 Cor. 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Eph. 1:22-23; 2:19-22; 3:8-11; 21; 5:22-32; Phil. 1:1; Col. 1:18; 1Tim. 3:1-15; 4:14; 1 Peter 5:1-4; Rev. 2-3

VII. BAPTISTM AND THE LORD'S SUPPER

Christian baptism is immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

Matt. 3:13-17; 26;26-30; 28:19-20; Mark 1"9-11; 14:22-26; Luke 3:21-22 22:19-20; John3:23; Acts 2:41-42; 8:35-39; Acts 20:7; Rom. 6:3-5; 1 Cor. 10:16; 11:23-39; Col. 2:12

VIII. THE LORDS'S DAY

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should be employed in exercises of worship and spiritual devotion, both public and private, and by reframing from worldly amusements, and resting from secular employments, work of necessity and mercy only being excepted.

Ex. 20:8-11; Matt. 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3, 33-36; John 4:21-24; 20:1; 19-28; Acts 20:7;1 Cor. 16:1-2; Col. 2:16; 3:16; Rev. 1:10

IX. THE KINGDOM

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come, and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Gen. 1:1; Isa. 9:6-7; Jer. 23:5-6; Matt. 3:2; 4:8-10, 23; 12:25-28; 13:1-52; 25:31-45; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20; 21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Rom 5:15; 8:19; I Cor. 15:24-28; Col. 1:13; Heb, 11:10, 16; 12;28; 1 Peter 2:4-10; 4:13; Rev. 1:6, 9; 5:10; 11:15; 21-22

ATTACHMENT II

CHURCH COVENANT

Having been led, as we believe, by the spirit of God, to receive the Lord Jesus Christ as Savior.
And on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Ghost,
We do now, in the presence of God, angels, and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.
We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church, in knowledge, holiness, and comfort.
To promote its prosperity and spirituality; to sustain its worship, ordinances, discipline, and doctrines.
To contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel through all nations.
We also engage to maintain family and secret devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances.
To walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment.
To avoid all backbiting, and excessive anger.
To abstain from the sale and drunken use of alcohol, and to be zealous in our efforts to advance the kingdom of our Savior.
We further engage to watch over one another in brotherly love.
To remember each other in prayer; to aid each other in sickness and distress; to cultivate sympathy in feeling and courtesy in speech.
To be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Savior to secure it without delay.
We moreover engage that when we remove from this place we will, as soon as possible, unite with some other church, where we can carry out the spirit of this covenant and the principles of God’s Word.

ATTACHMENT III

CHURCH POLICY
PROCEDURES FOR CASH RECEIPTS
AND DISBURSEMENTS

Cash Receipts:

1. All cash collections (including check) shall be counted and recorded immediately after each service by the Treasurer and/or the counting pair selected for that Sunday. The Treasurer will sign for the total amount in a receipt book.

In the event the Treasurer or Assistant is not present at a service where a collection is taken, any member of the Budget and Finance Committee may complete the counting and recording in accordance with the procedure set forth in the Church Policy.

2. All checks should be restrictively endorsed during the cash count, and the endorsement State "First Baptist Church, Bristol, Fl. 32321, For Deposit Only, Bank Account No. XXXXX"

3. All checks sent to the church in the mail or given to a member of the church, should immediately be restrictively endorsed, individually listed, and given to the Treasurer as soon as possible.

Disbursements:

1. As stated in the Church's By-Laws, the Church Treasurer will disburse church funds to pay for approved budget and non-budget items. Approval will be in the form of church action in regular or called business meeting or signed authorization by the head of budget line item or designated item category.
2. Approval of non-budgeted items must be accomplished by the church in a regular or called business meeting.
3. An exception is granted to the Treasurer from stipulated approval requirements to allow For payment of regular and routine monthly expenses incurred by the church.

ATTACHMENT IV

CHURCH POLICY

Purchasing:

1. All purchases of goods and /or services identified as budget items or designated items will be approved by the person serving as head of budget line item or designated item category. An individual or a committee will not obligate the church for more than $300 without checking with the Church treasurer. This includes budgeted items. Approval must be made prior to payment by treasurer.
2. All purchases of goods and/or services identified as budget items will require prior approval by the church at regular or called business meetings. The exception to this requirement is granted to the Chairman of Deacons as provided in the Church's By-laws.
3. Bulk and/or special item purchases will be consolidated and coordinated through the church office when feasible.
4. Persons responsible for approving purchase of goods and/or services may be made upon presentation to the treasurer of line item or designated item approved receipt or invoice.
5. Reimbursement to an individual for purchase of goods and/or services may be made upon presentation to the treasurer of line item or designated item approved receipt or invoice.
6. Reimbursements will not be made without an official reimbursement form completed with the overseeing committee head signature of approval. (Reimbursement forms are in the church Secretary's office)

* **Note:** Purchases of goods and/or services approved and directed by the church during Regular or called business meetings will be considered as approved for payment by the Treasurer.

ATTACHMENT V

CHURCH POLICY

Transportation:

1. The church parking lot is the designated parking area.
2. There should be 5 or more people to justify the use of the van.
3. Only designated drivers (approved by the insurance company) would be allowed to drive the van.
4. The Chairman of the Building, Grounds and Transportation Committee (or his designee) would authorize the use of the van and take care of the maintenance on the van.
5. It is the responsibility of the one taking the van out to see that it is swept out and returned in the same condition it left in.
6. Drivers must be Church staff or at least 25 years of age. Possess a valid Florida Driver's license, have a clean driving record and be a member of this church.
7. The van is not to be used for personal transportation of any kind.

ATTACHEMENT VI

Designated Funds

Designated funds will only be set up when funding is needed for a project that is outside the scope of the budget process. A designated fund will be approved by the Budget/Finance Committee, the Deacon Board and the Church body.

Cooperative Program

The church will give to the Cooperative program 5% of collected tithes, 2% to the Apalachee Baptist Association (ABA), 1% to the collected tithes to The Calhoun Liberty Ministry Center, 1% to Earthen Vessels Women's Recovery Ministry, 1% to Most Excellent Way Ministry, 1% to the International Missions Board (IMB), and 1% to a local ministry opportunity fund for local needs in the community that may arise.

Reserve Fund

Each month, $3400 will be allocated towards the reserve fund.

CONSTITUTION AND BY-LAWS

Approved Sunday, August 30, 2026

P.O. Box 416
10677 Michaux Rd
Bristol, FL 32321

(850) 643 – 5400

https://fbc-bristol.com/

First Baptist Church of Bristol | Facebook

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CONSTITUTION

For the more certain preservation and security of the principles of our faith, and to the end that this body be governed in an orderly manner consistent with accepted tenet of the Southern Baptist denomination, and for the purpose of preserving the liberties inherent in each individual member of this church and the freedom of action of this body with respect to its relation to other churches of the same faith, we do declare and establish this constitution.

I - NAME

The congregation will be known as the First Baptist Church of Bristol, Fl.

II - Articles of Faith

The 1964 *Baptist Faith and Message* will serve as the Articles of Faith (See attachment I, "Articles of Faith").

III - Church Covenant

The Church Covenant of this church is expressive of the goals, beliefs, and purposes which our members should strive to reach and live by. (See Attachment II, "Church Covenant").

IV - Character

Section 1. Policy:

The government of this church is vested in the body of believers who compose it. It is subject to the control of no other ecclesiastical body. However, it does recognize and sustain the obligations of mutual counsel and cooperation which are common among Southern Baptist churches.

Section 2. Doctrine

This church accepts the Scriptures as its authority in matters of faith and practice. Its understanding of Christian trust as contained therein is in essential accord with the belief of the Baptist churches in the Articles of Faith.

ARTICLE I
Denominational Policy

Section 1. It will be the policy of this church, to the fullest extent possible consistent with the independent character of a Southern Baptist church, to support all the missionary and benevolent undertakings of the Southern Baptist Convention, the Florida Baptist Convention, and the Apalachee Baptist Association, to whose doctrinal and missionary beliefs we declare our allegiance.

Section 2. Consistent with this position, all officers and teachers of this church, or members of will adhere to the beliefs of Southern Baptists and be governed by the Church Covenant. Failure to measure up to these standards will be sufficient grounds for removal from office.

ARTICLE II
Reception and Dismissal of Members

Section 1. Reception of New Members: A Majority vote of those present and voting will be necessary when receiving individuals into the church.

1. **By Baptism:** Applicants will be examined and approved at the regular services of the church at which they represent themselves on profession of their faith. Approved candidates will be baptized at the earliest practicable time. Applicants will not be enrolled as members until they have been baptized by immersion.

2. **By Letter:** Applicants for membership from sister Baptist churches will be accepted only when the candidates have been baptized by immersion into the membership of a sister Baptist Church. The clerk will write promptly to the church from which the applicant is transferring, requesting a letter of transfer be granted in favor of the applicant. If the letter is not received in a reasonable time, the applicant will be notified, and other appropriate action will be taken. The applicant will not become an enrolled member until the letter has been received.

3. **By Statement:** When letters cannot be secured because of loss of records or other unavoidable circumstances, the applicant may be received by statement affirming faith, baptism by immersion, and church membership.

4. **By Restoration:** When a former member of a Baptist church who has been dismissed or dropped from a roll seeks restoration, the former member will be expected to make a full explanation of his/her personal experience with Jesus Christ. The church will then decide based on the statement whether the former member will be received or not.

Section 2. Dismissal of Members:

1. **By Death:** Names will be removed from the roll upon death.

2. **By Transfer of Letter:** Any member in good standing will be granted a letter of transfer when uniting with any sister Baptist church. This request should come from the church to which the member has made application for membership. It is not the policy of this church to grant a letter to an individual nor to gran the letter in "blind."

3. **By Exclusion:** When a member persists in conduct unbecoming to a Christian, and after all diligent efforts have been made to improve the conduct of the member, it will be the duty of the membership to recommend that fellowship be withdrawn from the member.

4. **By Erasure:** On request of individual or upon individual uniting with a church of another faith.

5. **No member will be received nor dismissed except by vote of the church.**

ARTICLE III
Qualifications of Church Officers

Section 1. Church Officers

1. Must be a church member and have a good rapport both within the church and in the community.
2. Must attend the services of the church regularly.
3. Must show a willingness to cooperate with all the officers of the church in carrying out its approved programs.
4. The pastor(s) and deacons must qualify according to the scriptural requirements set forth in 1 Timothy 3:1-12.

Section 2. Removal from Office:

It will be the policy of the church to request the resignation of any officer, or head of a department, or committee member whose conduct is unbecoming to a Christian; who criticizes other fellow officers in an unbrotherly way with intent to harm; who is unfaithful in the performance of duties in the church; who fails to cooperate with the whole church program as approved by the church.

ARTICLE IV
The Election of Church Officers

SECTION 1: Pastor

A. Selection of Pastor:

1. Recommended by the pulpit committee.
2. Elected by a 75% vote of the church for an indefinite time.

B. Duties of the Pastor:

1. The pastor is to serve as shepherd. He is to preach the Gospel and promote the general spiritual welfare of the whole church membership, including missions and visitation.
2. The pastor will be Chief Executive Officer in the church. His specific duties will be to give special attention to the spiritual needs of the members; to administer the ordinances of the New Testament; to act as moderator in all matters for transaction of business (where he is personally involved he may appoint someone else as moderator); to serve as an ex-officio member of all committees of the church; to supervise the church staff unless otherwise specifically provided for (in the absence of the pastor, the Chairman of the Deacons will supervise church staff); to perform any other duties that he and the church membership may agree upon as incumbent upon his office.
3. The pastor may hold two revivals away from the church each year. This time will not be accrued nor carried forward to the next year. The pastor will furnish the pulpit supply for the services.
4. The pastor will have two weeks each church year as a paid vacation. This vacation time will not be accrued nor carried forward to the next year. The church will furnish the pulpit supply for the two weeks (two Sundays).

SECTION 2: Youth Pastor

A. Selection of Youth Pastor

1. Recommended by the lead pastor and deacon board.
2. Elected by a 75% vote of the church for an indefinite time.

B. Duties of the Youth Pastor

1. Oversee all youth activities and events throughout each week, including Wednesday night youth lessons and services.
2. Teach one of the Sunday school classes for the youth group.
3. Ensure all youth expenses are within budget.

4. Attend important school events for youth group members when possible.
5. Maintain an environment within the youth group that cultivates biblical learning and Christlike growth.
6. Promote church wide events within the youth group and encourage participation.
7. Determine, organize, and attend all youth conferences/camps. Regular weekly services missed due to youth camps/conferences will not be counted as vacation time.
8. Actively participate on the Youth, Children, and Nursery Committee.
9. The youth pastor will have two weeks each year as paid vacation. This vacation time will not be accrued nor carried forward to the next year. The church will furnish the role of teaching/leading the youth two Sundays/Wednesdays as needed.

C. Qualities Maintained by Youth Pastor

1. CHRIST-FOLLOWER: Youth leaders are first and foremost people who can say, “Jesus is my Lord and Savior.”
2. LOVE FOR STUDENTS: Student ministry is so relational; therefore our youth leaders HAVE to be people who actually LIKE and LOVE students. Simply put, we want youth leaders to be people who enjoy doing life with students.
3. SERVANT HEART: We need youth leaders who feel the conviction to do whatever it takes to make sure each and every student feels loved, cared for and listened to. Remember, see a need, meet the need.
4. TRUST: As we continue to grow, we need youth leaders who trust the vision, trust the method, trust each other, and trust the youth leaders. Remember, choosing to trust honors God best.
5. DISCIPLESHIP: Sanctification is a process and we all have different journeys, but it’s important that all youth leaders are pursuing that journey of sanctification. Remember, all that you do to minister and serve students is best done out of an overflow of what God is doing in you.
6. TEACHABLE SPIRIT: Choose to be a lifelong learner. No one has it all figured out and we’re always growing. It’s important that each of us have that same attitude. Remember, we’re in this together.

D. Leader/Student Relationships

First Baptist Church of Bristol, Florida is all about relationships! The greater the relationship, the greater the opportunity to disciple the students you lead. With that being said, please adhere to the following guidelines regarding youth leaders and student interaction:

1. WITH OPPOSITE GENDER STUDENT
    a. Leaders are never to be alone with a student of the opposite gender.
    b. Students expressing the need to talk should be encouraged to talk to a leader of the same gender. The conversation should be in a ministry setting, maintaining appropriate physical touch (see below) and language at all times.
    c. When necessary, phone calls, emails, texts, etc. are for informational purposes only.
    d. If a student of the opposite gender is last to leave an event, ask another leader to stay with you until they are picked up.

2. WITH SAME GENDER STUDENT
    a. A leader must have parental consent to spend one-on-one time with a student. Make an attempt to greet the parents and remind them of pick-up and drop-off times. Partnering with parents is essential.

3. PHYSICAL TOUCH
    a. ALWAYS lean toward cautious, strict boundaries when interacting with students, especially of the opposite gender.
    b. Stick to "the basics" – high fives, handshakes, fist bumps, and side hugs.
    c. Any physical touch should take place in public settings, never in private.

4. COMMUNICATION
    a. Texting and email conversations with students need to be brief, informational, and documented.
    b. There should be absolutely NO personal pictures or selfies sent between a student and a leader. As mentioned before, always act with caution and extreme boundaries.

SECTION 3: Deacons

A. Selection of Deacons

1. The church will maintain the number of deacons needed to fulfill their servant role in the church. The deacons will serve for life or for as long as they are able.

2. Qualifications for a deacon will be a male resident member of the church at least twenty-one years old, possessing the qualifications set forth in Acts 6:3 and 1 Timothy 3:8-2. He must be a cheerful giver.
3. A deacon may be removed by a vote of the church when he persists in conduct unbecoming to a Christian. (Article II, Section 2, paragraph 3 of the By-Laws)

B. Nomination and Election of Deacons:

1. When the need for a new deacon is sensed, a vote will be held by the church to verify that need by the agreement of more than fifty percent of members present. A deacon's meeting will then be held and a pool of names of men willing to serve will be examined by the deacons and the pastor. The examination will include personal interviews to ascertain whether nominees are qualified.
2. The names of the men deemed qualified by the pastor and deacons will be brought before the church at the morning service(s) after due notice has been given to the members. The names of the qualified men will be voted on by secret ballot by the members present and tallied by the deacons. A 75% vote will be needed to elect a new deacon. If 4 are needed, then 4 will be presented. The Man/men selected will be ordained as soon as feasible.

C. Duties of the Deacons

1. Deacons, according to the Scriptures, are to serve the church. They will cooperate with the whole church program and carry out all directions given to them by the church.
2. They will review and approve the church budget before it is presented to the church.
3. They will be present at all meetings of the group unless providentially hindered.
4. The deacons will review the constitution and by-laws bi-annually, or as needed upon recommendation from the church, and recommend necessary changes to the church.
5. They will serve as ushers and select other individuals, including Youth, to assist in ushering.
6. They will receive the offering.
7. They will review and approve nominations from the Nominating Committee.
8. They will assist the pastor in baptismal services.

D. Chairman of the Deacons

1. The chairman of the deacons will be nominated by the deacons and elected by the church.

2. The chairman of the deacons will serve for one year and cannot succeed himself.
3. The chairman of the deacons is authorized to approve non-budgeted expenditures not to exceed $100.00. Such expenditures will be reported to the church at the business meeting following the approval of the expenditure.
4. In the absence of the pastor, the chairman of the deacons will supervise church staff.
5. Prepare Lord's Supper on the first Sunday of each quarter.
6. The chairman of the deacons or his designee to serve as an ex-officio member of all committees of the church in the absence of a pastor or interim pastor.

E. Deacon Resignation:

1. When a deacon decides or finds it necessary to resign, the deacon submit a letter of resignation to the deacons. The Pastor, Chairman of the Deacons and one other deacon will take the letter and:
    a) Prayerfully consider the letter
    b) Personally talk to the deacon
    c) Recommend the deacons accept the resignation or reject it.
    d) The Deacons will consider the recommendation and present it to the church for approval or disapproval.

SECTION 3: Trustees

A. Trustees will:

1. Perform duties required by law.
2. Be familiar with state laws.
3. Recommend all major improvements to the church or church property.
4. Faithful carry out all directions given to them by the church.
5. Not sell, encumber, nor divide the property without a directive from the church.
6. Observe all real and physical church property and refer repair and maintenance duties to the buildings and grounds committee.
7. Provide adequate safety measures required for the protection of individuals at all church activities.
8. Be responsible, along with the treasurer, for the bank safety deposit box contents and one of the keys.

SECTION 4: Church Treasurer and Two Alternates

A. The church treasurer and two alternates will be nominated by the nominating committee and elected by the church.

B. The church treasurer will:

1. Keep a correct record of all financial transactions of the church.

2. Present a written monthly report of receipts and expenditures to the church at the monthly business meeting of the church.
3. Be authorized to pay out funds only as set forth in the adopted or amended budget, and as listed in Section 2 paragraph D3 above.
4. Comply with the procedures for cash receipts and disbursements and purchasing policy as indicated in Attachments III and IV of the By-laws.
5. Provide information necessary to assist the church secretary in the performance of his/her duties.

SECTION 5: Prayer Coordinator

A. The prayer coordinator will be nominated by the nominating committee and elected by the church.
B. The prayer coordinator will:
   1. Maintain a prayer room at the church.
   2. Start prayer chains as needed.
   3. Maintain and update the prayer list in the prayer room.
   4. Be responsible for all prayer emphases.

SECTION 6: Sunday School Director

A. The Sunday School Director will be nominated by the nominating committee and elected by the church before July 15th of each year.
B. The Sunday School Director will have general supervision of the Sunday School consistent with the church program. The Sunday School director, pastor, and nominating committee, working together, will nominate teachers and officers of the Sunday School, to be approved by the church on or before the first Sunday in September of each year. Vacancies thereafter will be filled by the pastor, Sunday School director and nominating committee subject to approval by the church.
C. The Sunday School director will serve on the church council.

SECTION 7: Discipleship Director

A. The Discipleship Director will be nominated by the nominating committee and elected by the church before July 15th of each year.
B. The Discipleship Director will have general supervision of the Discipleship program consistent with the church program. The Discipleship director, pastor, and nominating committee, working together will nominate the other leaders of Discipleship, to be approved by the church on or before the first Sunday in September of each year. Vacancies thereafter will be filled by the pastor, Sunday School director and nominating committee subject to approval by the church.

C. The Discipleship director will serve on the church council.

SECTION 8: Regular Church Volunteers

A. Regular church volunteers include, but are not limited to, weekly Sunday School teachers, youth volunteers, all Wednesday night teachers, or anyone serving on a regular basis.
B. Regular church volunteers must be approved by the church to serve in an official capacity. This process includes:
    1. Meet with church pastor to determine if the candidate is fit to serve.
    2. Be approved by the deacon board of the church.
    3. Be approved by the overseeing committee.
C. Regular church volunteers interacting with youth members MUST pass a background check.
D. No church member may start their own class during regularly scheduled service time, on church grounds, without the approval of the church.

*These procedures are to ensure the safety of all church members and individuals involved in church events. **No individual may serve in a regular capacity without adherence to the measures listed above.**

ARTICLE V
Meetings

SECTION 1: Church Year

A. The Church Year will run from October 1 to September 30 of each year.
B. The church budget will run from October 1 to September 30 of each year.

SECTION 2: Business Meetings

A. Regular business meetings of the church shall be held quarterly throughout the year. An agenda will be prepared for all business meetings. Emergency items may be added to the agenda upon approval by a majority vote of the church. Special Called business meeting will be limited to the purpose for which called.
B. The Pastor may appoint a qualified individual to preside over or facilitate the business meeting, as deemed appropriate.
C. If the matter to be considered at a called meeting is other than routine church business, a week's notice will be given publicly through the church bulletin, pulpit or at any service preceding the meeting.
D. In the absence of the pastor, the chairman of the deacons will serve as moderator. If the chairman is unable to serve, the moderator will be elected by the church.

E. The government of the church will be vested in the hands of the members. A majority vote of those present and voting will bind the church; except in changing the by-laws, when a 2/3 majority vote of those present and voting will be necessary.

F. All members of the church 16 years and older will be entitled to one vote in the church business meeting. Any member may introduce a motion or discuss motions upon recognition by the moderator.

ARTICLE VI
The Election and Duties of Church Committees

Special Note on Committees:

1. A committee is not authorized to charge purchases to the church unless provisions are made in the budget for that particular committee. It is further understood that the purchase will be approved by the head of the department in which it is to be used. The head of each department or committee is responsible for complying with the provisions of Attachment IV (Purchasing), Each committee is responsible for the budget in its particular area. The budget will be submitted to the budget and finance committee before August 1 of each year.
2. The sponsoring committee/department is responsible for getting the Family Life Center ready for its particular activity. The sponsor is also responsible for cleaning up after the activity is completed.
3. Committees of the church that function for youth/children will include a youth representative.

SECTION 1: The Budget and Finance and Personnel Committee

This committee will be made up of the Pastor, Secretary, Treasurer, Chairman of Deacons, a Trustee and two church members who will be nominated by the nominating committee and elected by the church. This committee will:

1. Supervise expenditure of church funds.
2. Consider items not included in the budget and recommend their purchase to the church.
3. Prepare an annual budget to be presented first to the deacons for their consideration and approval and then to the church for final approval at the annual business meeting.
4. Encourage all members to support the financial programs of the church.
5. Attempt to work out ways and means of raising the approved budget and to buy additional items which the church might vote to purchase but are not in the budget.
6. Establish and be responsible for all staff personnel policies and procedures.

SECTION 2: Mission/Evangelism Committee

This committee will be nominated by the nominating committee and elected by the church. This committee will:

1. Supervise local mission work done by the church,
2. Assist in making the church more mission conscious.
3. Hold monthly meetings and report from time to time on work being sponsored.
4. Distribute soul-winning tracts.
5. Promote soul-winning visitation.
6. Assist in plans for each revival.
7. Promote the full involvement/participation of new members into the programs and activities of the church.

SECTION 3: Music Committee

This committee will be nominated by the nominating committee and elected by the church. This committee will:

1. Help to unify the whole church music program.
2. Assist in organizing the choirs.
3. Approve purchase of all music song books etc.
4. Keep all musical instruments in good repair and tuned.
5. Recommend ways of improving the music programs.
6. Cooperate in recommending paid musicians, including the music director.

SECTION 4: Children's Committee (Birth to grade 12)

This Committee will be nominated by the nominating Committee and elected by the church. This Committee will:

1. Plan and promote monthly activities for youth groups in grades 6-12.
2. Assist in planning Bible studies, fellowships, after school events, and other youth activities.
3. Promote attendance at camps, i.e. Ridgecrest, Blue Springs, Lake Yale, etc.
4. Work with the Church Council to promote harmony and goodwill among children and youth.
5. Plan and promote monthly activities for children in grades 1-5.
6. Assist in planning Bible studies, fellowships, after school events and other activities for children in grades 1-5.
7. Plan Bible Studies and promote activities for preschool-age children, age 3-Kindergarten.
8. Maintain the preschool playground.

9. Assist in planning for and staffing the Sunday morning extended sessions for preschoolers.
10. Supervise the nursery.
11. Check the nursery each week to be sure it is clean and ready to receive the children on Sunday.
12. See that nursery workers gather laundry to be cleaned on Monday.
13. Make sure all needed supplies are on hand.
14. Make sure only children of correct nursery age are being cared for.
15. Arrange for nursery care at all church functions, either by volunteers or paid staff.
16. Supervise paid workers in the nursery.

SECTION 5: Church Hostess, Social and Kitchen & Bereavement Committee

This Committee will be nominated by the nominating Committee and elected by the church. This Committee will:

1. Appoint at least 3 of its members who will arrange for food preparation in the event of the death of a church member/spouse or their immediate family. (Immediate family is father, mother, brother, sister, grandparents, and grandchildren)
2. Arrange to help serve food and clean up in the home after the meal has been served.
3. Act as hostess at church functions/activities i.e., circulate among guests, see to needs, etc.
4. Plan church-wide socials and fellowships.
5. Plan for associational meetings.
6. Serve as homecoming committee.
7. Supervise the use of the kitchen.
8. Inventory supplies for the kitchen.
9. Decide to purchase items needed to restock the kitchen.
10. Plan church-wide picnics at least once per year in cooperation with all church activities.
11. Assist the sponsoring organization (e.g., Brotherhood, WMU, etc.) in their activities.

SECTION 6: Buildings and Grounds & Transportation Committee

This Committee will be nominated by the nominating Committee and elected by the church. This Committee will:

1. Keep the property in good repair.
2. Keep property clean.
3. Supervise and direct maintenance and custodial personnel. Potential new hire will go before the personnel committee.

4. Call to the attention of the Trustees any major repair work which needs to be done.
5. Keep a record of the maintenance on the vehicle(s).
6. Schedule use of the vehicle(s), on a "first come, first served" basis.
7. Keep the vehicle(s) in good repair and ready for service.
8. Establish and carry out rules for operation and use of the vehicle(s) (see attachment V), subject for approval by the church.
9. A list of designated drivers approved by the insurance company will be kept on record.
10. Drivers must be Church staff or at least 25 years of age, possess a valid driver's license, have a good driving record and be a member of this church.

SECTION 7: flowers and Decorating Committee

This Committee will be nominated by the nominating Committee and elected by the church. This Committee will:

1. See that the auditorium is attractively arranged for all services.
2. In the event of a death of a member/spouse of the church or their immediate family, the chairman of this committee is responsible for seeing that flowers are
3. sent to the appropriate place. (Immediate family is father, mother, brother/sister, children, grandparents, and grandchildren.

SECTION 8: Nominating Committee

This committee will consist of three members to be named by the pastor and elected by the church at the July business meeting. This committee will:

1. Nominate all officers as set forth in this policy except the pastor, deacons, and any paid workers.
2. Nominate all standing committees except the nominating committee and pulpit committee.
3. At the July business meeting, nominate Sunday School Director and Discipleship director.
4. Consult the prospective nominees and get their agreement to serve before they are presented to the church.
5. Nominate the director for next year's Vacation Bible School.
6. Make every reasonable effort to assure the person nominated is fully aware of the responsibilities connected with the job.
7. Nominating committee will have nominations complete in time for newly appointed Directors to successfully complete their budgets before the August budget deadline.

SECTION 9: Pulpit Committee

This committee will consist of five members and one alternate to be nominated by the church and elected by the church. This committee will:

1. Search for a pastor as directed by the church.
2. Be responsible for filing the pulpit until a pastor is secured.
3. Recommend a pastor or interim pastor for consideration by the church.

ATTACHMENT I

ARTICLES OF FAITH
THE BAPTIST FAITH AND MESSAGE (1964)

I. THE SCRIPTURES

The Holy Bible was written by men divinely inspires and is the record of God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. It reveals the principles by which God judges us; and therefore, is and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds and religious opinions should be tried. The criterion by which the Bible is interpreted is Jesus Christ.

Ex. 24:4; Deut. 4:1-2; 17-19; Josh 8:34; Psalm 19:7-10; 119:11-89,105,140; Isa. 34:16; 40: 8; Jer. 15:16-36; Matt. 5:17-18; 22-29; Luke 21:33; 24:44-16; John 5:39; 16:13-15; 17:17; Acts 2:16; 17-11; Rom. 5:4; 16:25-26; 2 Tim. 3:15-17; 1 Peter1:25; 2 Peter 1:19-21

II. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. To Him we owe the highest love, reverence, and obedience. The eternal God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes but, without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures**,** and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

Gen. 1:1; Ex. 3:14; 6:2-3; 15:11 ff; 20:1 ff; Lev. 22:2; Deut. 6:4; 32:6; 1 Chron. 2-:10; Psalm 1-:1-3; Isa. 43:3; 1515; 64:8; Jer. 10:10; 17:13; Matt. 6:9 ff; 7:11; 23:9: 28;19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:-7; Rom. 8:14-15; 1 cor. 8:6; Eph 4:6; Col, 1:15; 1 Tim. 1:17; Heb. 11:6; 12:9; 1Peter 1:17; I John 5

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ, he was conceived of the Holy Spirit and born of the virgin Mary. Jesus is perfectly revealed and did the will of God, taking upon Himself the demands and necessities of human nature and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, partaking of the nature of God and of man, and in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever-present Lord.

Gen. 18:1; ff; Psalm 2:7 ff; 110:1 ff; Isa. 7:14; 53; Matt.1:18-23;3:17; 8:29; 10:30-38: 11:25-27; 28:1-6, 19; Mark 1:1; 3-11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18, 29; 10:30, 38; 11:25-27; 12:44-50; 14:7-11. 16:15-16, 28; 17:1-5, 21-22; 20:1-20, 28; Acts1:9; 2:22-24; 7:55-56; 9:4-5, 20; Rom. 1:3-4; 3:23-26; 5:6-21; 8:1-3, 34; 10:4; 1 Cor. 1:30; 2:2; 8:6; 15:1-8, 24-28; 2 Cor. 5:19-21; Gal. 4:4-5; Eph. 1:20; 3:11; 4:7-10; Phil.2:5-11; Col. 1:13-22; 2:9; 1 Thess.4:14-18; 1 Tim. 2:5-6; 3-16; Titus 2:13-14; Heb,1:1-3; 4:14-15; 7:14-28; 9:12-15,24-28; 12:2;13:8; 1 Peter2:21-25; 2:22; 1 John1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Rev. 1:13-16; 5:9-14; 12:10-11 13:8,19:16

C. God the Holy Spirit

The Holy Spirit is the Spirit of God. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts of sin, of righteousness and of judgement. He calls men to the savior, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the assurance of God to bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Gen. 1:2; Judg. 14:6; Job 26:13; Psalm 51:11; 13:9-17 ff.; Isa. 61:1-3; Job 2:28-32; Matt. 1:18; 3:16; 4:1; 12:28-32; 27:19; Mark 1:10, 12; Luke1:35; 4:1,18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17, 26; 16:7-14; Acts 1:8; 2:1-4; 28; 4:31; 5:3; 6:3; 7:55; 8:17,39; 10: 44; 13:2; 15:28; 16:6; 19:1-6; Rom. 8:9-11; 14-16, 26-27; I Cor. 1:10-14; 3:16; 12:3-11; Gal. 4:6; Eph. 1:13-14; 4:30; 5:18; I Thes. 5:19; I Tim. 3:16; 4:1; 21Tim. 1"14; 3:16; Heb. 9:8; 14; 2 Peter 1:21; I John 4:13; 5:5-7; Rev. 1:10; 22:17

III. MAN

Man was created by the special act of God, in His own image, and is the crowning work of His creation. In the beginning man was innocent of sin and was endowed by His Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God and fell from his original innocence; whereby his posterity inherit a nature and an environment inclined toward sin, and as soon as they are capable of moral action become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every man possesses dignity and is worthy of respect and Christian love.

Gen. 1:26-30; 7, 18-22; 3; 9:6; Psalm 1; 8:3-6; 32:1-5; 51:5; Isa. 6:5; Jer. 17:5; Matt. 16:26; Acts 17:26-31; Rom. 1:19-32; 3:10-18, 23; 5:6, 12, 19; 6:6; 7:14-25; 8:14-18. 29; 1 Cor. 1:21-31; 15:19, 21-22; Col. 1:21-22; 3:9-11

IV. SALVATION

Salvation involves the redemption of the whole man and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, sanctification, and glorification.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ.
Repentance and faith are inseparable experiences of grace. Repentance is genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of or the entire personality to Him as Lord and Savior. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer into a relationship of peace and favor with God.

B. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual perfection through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

C. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Gen. 3:15; Ex. 3:14-17; 6:2-8; Matt. 1:21; 4:17; 16:21-26; 27:22 to 28:6; Luke 1:68-69; 2:28-32; John 1:11-14. 29; 3:3-21; 36; 5:24; 10:9, 28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:1; 16:30-31; 17:30-31;20:31; Rome. 1:16-18; 2:4;

3:23-25; 4:3 ff.; 5:8-10; 6:1-23; 8:1-18; 29-39; 10:9-10; 13; 13:11-14; I Cor. 1:19, 30; 6:19-20; 15:10; 2 Cor. 5:17-20; Gal. 2:20; 3:13; 5:22-25; 6:15; Eph. 1:7; 2:8-22; 4:11-16; Phil. 2:12-13; Col. 1:9-22; 3:1 ff/.; 1 Thess. 5:23-24; 2 Tim. 1:12; Titus 2:11-14; Heb. 2:1-3; 5:8-9; 9:24-28; 11:1-12:8, 14; James 2:14-26; I Peter 1:2-23; I John 1:6 to 2:11; Rev. 3:20; 21:1 to 22:5.

V. GOD'S PURPOSE OF GRACE

Election is the gracious purpose of God, according to which He generates sanctifies, and glorifies sinners. It is consistent with the free agency of man and comprehends all the means in connection with the end. It is a glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but will persevere to the end. Believers my fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, bring reproach on the cause of Christ, and temporal judgments on themselves yet they will be kept by the power of God through faith unto salvation.

Gen. 12:1-3; Ex. 19:5-8; 1 Sam. 8:4-7, 19-22; Isa. 5:1-7; Jer. 31:31; ff.; Matt. 16:18-19; 21:28-45; 24:22, 31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45, 65; 10:27-29; 15:16; 17:6, 12, 17-18; Acts 20:32; Rom. 5;9-10; 8:28-39; 10:12-15; 11:5-7, 26-36; 1 Cor. 1:1-2; 15:24-28; Eph. 1:4-23; 2:1-10; 19; Heb. 11:39-12:2; 1 Peter 1:2-5, 16. 2-4-10; 1 John 1:7-9, 2:19; 3:2

VI. THE CHURCH

A New Testament church of the Lord Jesus Christ is a local body of baptized believers who are associated by covenant in the faith and fellowship of the gospel, observing the two ordinances of Christ, committed to His teachings, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth.

This church is an autonomous body, operating through democratic processes under the Lordship of Jesus Christ. In such a congregation, members are equally responsible. Its Scriptural officers are pastors and deacons.

The New Testament speaks also of the church as the body of Christ which includes all of the redeemed of all the ages.

Matt. 16:15-19; 18:15-20; Acts 2:41-42, 47; 5:11-14; 6:3-6; 13:1-3; 14:23, 27; 15:1-30; 16:5; 20:28 Rom. 1:7; 1 Cor. 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Eph. 1:22-23; 2:19-22; 3:8-11; 21; 5:22-32; Phil. 1:1; Col. 1:18; 1Tim. 3:1-15; 4:14; 1 Peter 5:1-4; Rev. 2-3

VII. BAPTISTM AND THE LORD'S SUPPER

Christian baptism is immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

Matt. 3:13-17; 26;26-30; 28:19-20; Mark 1"9-11; 14:22-26; Luke 3:21-22 22:19-20; John3:23; Acts 2:41-42; 8:35-39; Acts 20:7; Rom. 6:3-5; 1 Cor. 10:16; 11:23-39; Col. 2:12

VIII. THE LORDS'S DAY

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should be employed in exercises of worship and spiritual devotion, both public and private, and by reframing from worldly amusements, and resting from secular employments, work of necessity and mercy only being excepted.

Ex. 20:8-11; Matt. 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3, 33-36; John 4:21-24; 20:1; 19-28; Acts 20:7;1 Cor. 16:1-2; Col. 2:16; 3:16; Rev. 1:10

IX. THE KINGDOM

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come, and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Gen. 1:1; Isa. 9:6-7; Jer. 23:5-6; Matt. 3:2; 4:8-10, 23; 12:25-28; 13:1-52; 25:31-45; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20; 21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Rom 5:15; 8:19; I Cor. 15:24-28; Col. 1:13; Heb, 11:10, 16; 12;28; 1 Peter 2:4-10; 4:13; Rev. 1:6, 9; 5:10; 11:15; 21-22

ATTACHMENT II

CHURCH COVENANT

Having been led, as we believe, by the spirit of God, to receive the Lord Jesus Christ as Savior.
And on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Ghost,
We do now, in the presence of God, angels, and this assembly, most solemnly and joyfully enter into covenant with one another, as one body in Christ.
We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church, in knowledge, holiness, and comfort.
To promote its prosperity and spirituality; to sustain its worship, ordinances, discipline, and doctrines.
To contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel through all nations.
We also engage to maintain family and secret devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances.
To walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment.
To avoid all backbiting, and excessive anger.
To abstain from the sale and drunken use of alcohol, and to be zealous in our efforts to advance the kingdom of our Savior.
We further engage to watch over one another in brotherly love.
To remember each other in prayer; to aid each other in sickness and distress; to cultivate sympathy in feeling and courtesy in speech.
To be slow to take offense, but always ready for reconciliation, and mindful of the rules of our Savior to secure it without delay.
We moreover engage that when we remove from this place we will, as soon as possible, unite with some other church, where we can carry out the spirit of this covenant and the principles of God’s Word.

ATTACHMENT III

CHURCH POLICY
PROCEDURES FOR CASH RECEIPTS
AND DISBURSEMENTS

Cash Receipts:

1. All cash collections (including check) shall be counted and recorded immediately after each service by the Treasurer and/or the counting pair selected for that Sunday. The Treasurer will sign for the total amount in a receipt book.

In the event the Treasurer or Assistant is not present at a service where a collection is taken, any member of the Budget and Finance Committee may complete the counting and recording in accordance with the procedure set forth in the Church Policy.

2. All checks should be restrictively endorsed during the cash count, and the endorsement State "First Baptist Church, Bristol, Fl. 32321, For Deposit Only, Bank Account No. XXXXX"

3. All checks sent to the church in the mail or given to a member of the church, should immediately be restrictively endorsed, individually listed, and given to the Treasurer as soon as possible.

Disbursements:

1. As stated in the Church's By-Laws, the Church Treasurer will disburse church funds to pay for approved budget and non-budget items. Approval will be in the form of church action in regular or called business meeting or signed authorization by the head of budget line item or designated item category.
2. Approval of non-budgeted items must be accomplished by the church in a regular or called business meeting.
3. An exception is granted to the Treasurer from stipulated approval requirements to allow For payment of regular and routine monthly expenses incurred by the church.

ATTACHMENT IV

CHURCH POLICY

Purchasing:

1. All purchases of goods and /or services identified as budget items or designated items will be approved by the person serving as head of budget line item or designated item category. An individual or a committee will not obligate the church for more than $300 without checking with the Church treasurer. This includes budgeted items. Approval must be made prior to payment by treasurer.
2. All purchases of goods and/or services identified as budget items will require prior approval by the church at regular or called business meetings. The exception to this requirement is granted to the Chairman of Deacons as provided in the Church's By-laws.
3. Bulk and/or special item purchases will be consolidated and coordinated through the church office when feasible.
4. Persons responsible for approving purchase of goods and/or services may be made upon presentation to the treasurer of line item or designated item approved receipt or invoice.
5. Reimbursement to an individual for purchase of goods and/or services may be made upon presentation to the treasurer of line item or designated item approved receipt or invoice.
6. Reimbursements will not be made without an official reimbursement form completed with the overseeing committee head signature of approval. (Reimbursement forms are in the church Secretary's office)

* **Note:** Purchases of goods and/or services approved and directed by the church during Regular or called business meetings will be considered as approved for payment by the Treasurer.

ATTACHMENT V

CHURCH POLICY

Transportation:

1. The church parking lot is the designated parking area.
2. There should be 5 or more people to justify the use of the van.
3. Only designated drivers (approved by the insurance company) would be allowed to drive the van.
4. The Chairman of the Building, Grounds and Transportation Committee (or his designee) would authorize the use of the van and take care of the maintenance on the van.
5. It is the responsibility of the one taking the van out to see that it is swept out and returned in the same condition it left in.
6. Drivers must be Church staff or at least 25 years of age. Possess a valid Florida Driver's license, have a clean driving record and be a member of this church.
7. The van is not to be used for personal transportation of any kind.

ATTACHEMENT VI

Designated Funds

Designated funds will only be set up when funding is needed for a project that is outside the scope of the budget process. A designated fund will be approved by the Budget/Finance Committee, the Deacon Board and the Church body.

Cooperative Program

The church will give to the Cooperative program 5% of collected tithes, 2% to the Apalachee Baptist Association (ABA), 1% to the collected tithes to The Calhoun Liberty Ministry Center, 1% to Earthen Vessels Women's Recovery Ministry, 1% to Most Excellent Way Ministry, 1% to the International Missions Board (IMB), and 1% to a local ministry opportunity fund for local needs in the community that may arise.

Reserve Fund

Each month, $3400 will be allocated towards the reserve fund.